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SOURCE Trud.WAGE CATEGORIES IN SOVIET INDUSTRY

The growth of labor productivity in the USSR is accompanied by an increase in wages while at the same time productivity is increased faster than wages. As a result of this, a systematic lowering of production costs is secured as well as a growth in the socialist accumulation of capital. A continuous increase in work productivity and diminished production costs provide the Soviet government with the opportunity of carrying on its policy of lowering prices, which leads to a steady increase in real wages and to a further elevation in the nation's standard of living.

This is why trade-union organizations must tirelessly explain to workers and employees, and particularly to new arrivals in industry, that the struggle for raising work productivity and lowering production costs is of vital interest to each worker.

The wage system is based on pay rates, wage scales, and wage-qualification manuals. Such manuals group all types of work in relation to their complexity and degree of labor expenditure. Various wage rates are established for workers of different qualifications and occupations.

The wage scale correlates the rates of pay of workers with different qualifications. Thus in machine building at present the wage rate of workers in the eighth category, as a rule, is 2.6 times higher than the wage rate in the first category. One of the wage scales used in the machine-building industry is the following:

Wage rates	1	2	3	4	5	6	7	8
Wage coefficients	1.0	1.13	1.28	1.46	1.67	1.95	2.30	2.60

The wage coefficients of the scale determine how much more a worker of a given category is paid than one in the first category, that is, a worker performing the simplest unskilled work in the same wage scale. The wage scale and rate of pay are determined by the government. The management of an enterprise has no right to introduce changes in them.

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The wage scale is the most widespread means of establishing rates of pay in relation to qualifications and working conditions. But in different fields of industry this problem is solved in other ways. In the coal industry, for example, there is no customary wage scale and wage coefficients. All workers are distributed in ten qualification groups and wage rates are established for each occupation. Hourly wage rates are set up for determining pay for units of time (day, hour, month).

Enterprises generally have one wage scale with several rates in the first category as follows: for regularly paid workers and for pieceworkers in cold, hot, and hazardous work. In hot and hazardous work the wage rate is 12-15 percent higher than in cold. In cold work pieceworkers get a higher rate than do regular workers.

Adjustment of the wage category to the worker and the determination of work categories is accomplished on the basis of wage-qualification manuals. They contain examples of the work most frequently met in a given branch of production as well as such requirements as a worker's skills, knowledge, ability to organize his work space, etc. These manuals must be corrected and supplemented in relation to new inventions and technological development, the mastery of new types of production, and changes in working conditions.

A system of salaries has been established for paying engineering and technical workers and employees. The system stipulates the minimum and maximum salaries for each occupation. Within these limits a salary is established for each worker, depending on volume of work, qualifications, and education. In addition, engineering and technical personnel are rewarded with bonuses for fulfilling and surpassing production plans and for lowering production costs.

Two types of payment are used in industry, agriculture, transport, and construction: piecework and regular. The basic one is piecework. It best expresses the direct connection between the results of work and the earnings of the worker. For that reason, it is necessary to strive for the transfer of all such workers to piecework for whom output or time norms can be set.

Progressive piecework helps the growth of work productivity still more than the direct piecework system of pay since the rate of pay for surpassing a part of the norm grows progressively. Thus in constructions of the Ministry of Construction of Machine-Building Enterprises a scale is in effect by which surpassing the norm by 20 percent increases the rate of pay by 50 percent, while surpassing the norm above 20 percent increases the rate of pay by 100 percent, that is, doubles it.

The regular system of payment, in which the stimulus to improving work is less pronounced, can be successfully combined with the system of awarding bonuses, primarily in raising quantitative indexes.

The Soviet government has established a system of preferences and privileges to stimulate the flow of workers into the more important branches of the national economy and to encourage long service in those branches. Additions to wages and salaries are paid either as a monthly percentage or as a single remuneration at the end of the year. The longer the length of service the higher the remuneration. In addition, workers long employed in a single branch of industry are rewarded with orders and medals by the USSR government and receive an increased old-age pension.

There are plant and shop wage commissions in each enterprise. They have been created to attract a wide membership and participation in solving questions relating to pay, norm setting, and organization of work. The plant-wide

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commission is strengthened by the plant committee of the trade union. The chairman of the commission or his deputy acts as the chairman of the factory, plant, local (or shop) committee on the Appraisalment and Conflict Commission. The activity of the wage commission is defined by statute and confirmed by the All-Union Central Council of Trade Unions.

The duty of the commission is to participate actively in the solution of all questions regarding pay and to make certain that every pay system employed in the enterprise attains the required production effect. The commission also participates in the formulation of collective contracts and exercises control over its fulfillment regarding questions of norm setting, pay, training, and raising workers' qualifications.

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